

Veterans Home Facts – FY '07

http://www.iowaveteranshome.org/



General Information

Address: 13th and Summit
Marshalltown, IA 50158-5485

Workforce Data (unless otherwise noted, information provided is at the end of FY '07)

# FT EEs: 806	# PT EEs: 113	# Temporary EEs: 102	Average Length of Service: 11.37
---------------	---------------	----------------------	----------------------------------

Span of Control: N/A	% Performance Evaluations Completed: 82.0%	Total Unemployment Insurance Claims: 32
----------------------	--	---

Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	42	45-54	308	<25	0	45-54	27	# of Females:	658	# of Males:	148
25-34	120	55-64	163	25-34	3	55-64	12	% of WF:	81.64%	% of WF:	18.36%
35-44	166	65+	7	35-44	19	65+	0	Average Age:	44.97	Average Age:	47.61
Employee Average Age: 45.46				Supervisor Average Age: 47.47				Average Length of Service: 11.43		Average Length of Service: 11.12	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	32	# of African-American:	10	# of Non-minorities:	771
% of Workforce:	3.97%	# of Asian:	8	% of Workforce:	95.66%
Average Age:	41.07	# of American Indian:	3	Average Age:	45.62
Average Length of Service:	7.86	# of Hispanic or Latino:	11	Average Length of Service:	11.54

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	42	# of Persons With Non-Disabilities:	719
% of Workforce:	5.21%	% of Workforce:	89.21%
Average Age:	48.16	Average Age:	45.13
Average Length of Service:	15.00	Average Length of Service:	10.97

Officials/Administrators EEO Category 1: 28	Professionals EEO Category 2: 190	Technicians EEO Category 3: 84	Protective Service: Sworn EEO Category 4: 6
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 72	Skilled Craft EEO Category 7: 24	Service/Maintenance EEO Category 8: 402

Separation Rate: 8.37%	Hire Rate: 10.49%	Number Hires: 83	Transfer In: 1
Retirements: 8	All Terminations: 15	Voluntary Quits: 40	Transfer Out: 4

# of Classes Used: 114	Most Populous Classes: Resident Treatment Wkr (280), Licensed Practical Nurse (62), Food Service Wkr (51)		
Separations - By Class:	Residential Treatment Wkr (30), Licensed Practical Nurse (10), Registered Nurse (9)		
# Eligible for Retirement:	100 in the next 5 years	% Eligible: 12.41%	

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '07)

Vacation Payouts: \$N/A	Sick Leave Payouts: \$N/A	Annual Payroll: \$N/A	Avg. Base Salary: \$N/A	Overtime Days Worked: N/A
Overtime Cost: \$N/A	Reassignment Pay: \$N/A	Recruitment Bonus Pay: \$N/A	Retention Pay: \$N/A	Exceptional Job Performance Pay: \$N/A
Workers' Comp Payouts: \$N/A	Vacation Pay - Earned Value: \$N/A	Vacation Days Earned: N/A	Vacation Used Expense: \$N/A	Vacation Days Taken: N/A
Workers' Comp Days Used: N/A	Sick Leave Days Earned: N/A	Reg. Sick Leave Used Expense: \$N/A	Reg. Sick Leave Days Used: N/A	Converted Sick Leave To Vacation Days Used: N/A
	Sick Leave -Earned Value: \$N/A		Avg. Sick Leave Days Per EE: N/A	Converted Sick Leave To Vacation Used Expense: \$N/A
Injury Leave Used Expense: \$N/A	Injury Leave Days Used: N/A	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): N/A Up (Vacant): N/A Down (Filled): N/A Down (Vacant): N/A Lateral (Filled): N/A Lateral (Vacant): N/A Approx. Annual New Cost of Reclassified Positions:* \$N/A	<u>Grievances</u> Contract Grievances: N/A Disciplinary: N/A Language: N/A Non-Contract Grievances: N/A Disciplinary: N/A Language: N/A Arbitrations: 2
Funeral Leave Used Expense: \$N/A	Funeral Days Used: N/A	Extraordinary Pay: \$N/A		
Jury Leave Used Expense: \$N/A	Jury Leave Days Used: N/A	Special Duty Pay: \$N/A		

* based on difference between average of old and new pay grade FY '07. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Remedial Underutilization [RUU] and Remedial Hiring Goals)

Females: Current Year (FY '07) RUU: N/A Current Year (FY '07) Goal: N/A	Minorities: Current Year (FY '07) RUU: N/A Current Year (FY '07) Goal: N/A	PWD: Year (FY '07) RUU: N/A Current Year (FY '07) Goal: N/A
---	--	---

Sources: AS400 Queries; "Just the Facts for FY'07" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: August 11, 2008